

The Brilliance of Diversity and Inclusion

Abstract

It's time to talk about race, gender, age and other dimensions of diversity that benefit the workplace. It's time to recognize the unconscious bias that often influences our decisions and behavior in ways we might not notice or imagine. It's time to discuss ways to build an environment where diverse experiences and perspectives are welcomed, not merely as policy, but through meaningful action. This session will provide an understanding of how cultural stereotypes while not consciously endorsed, influence how information about an individual or group is processed leading to unintended biases in decision-making. The Bias Free Framework will be introduced as an analytical tool for use in the legal profession.

Module Overview –

During this session, participants will learn why diversity and inclusion is good for business, explore societal norms of implicit bias in a variety of settings, and participate in scenario-based experiences designed to support “back home” on-the-job application of new knowledge. Participants will develop a personal change commitment by identifying two individual strategies to manage client biases.

Outcomes:

- Enhanced knowledge of the value and benefit of diversity and inclusion
- Increased understanding of how bias can unintentionally impact decision-making
- Strengthened ability to view others as unique individuals
- Increased ability to manage biases

Agenda:

- Welcome/Personal Story
- Diversity Defined: A Call to Action
- Explore Societal, Socio-Economic and Workplace Bias
- Application of Implicit Bias
- Introduction to Bias Free Framework
- Scenario: Application of Bias Framework
- Closing – Steps to New Awareness